

**KNOWLEDGE AND NATION**

**Human Capital Development through Higher  
Education – Lessons For India**

**UNITED STATES OF AMERICA**

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In the words of Henry Ford, “Coming together is a beginning, keeping together is progress and working together is success”

## OVERVIEW

The following project ‘Knowledge and Nation’ is a detailed study of higher education with respect to human capital . Human capital development is the process of improving an organization's employee performance, capabilities and resources for achieving the objectives of the organisation.

Development is void if the human development doesn't take place .Human capital development is vital to the growth and productivity of the organisation. The most effective way of enhancing and enlarging the productive workforce in the country is the expenditure done on strengthening the education system, the root of development starts from education which should be given immensely.It is considered as the best source of human capital formation because ‘ A dull mind cannot lit a bright future ‘ . And it is rightly said that education will always remain the prime factor while considering human capital development.

The above information is further elaborated in the research paper.

<b>SR NO</b>	<b>CONTENTS</b>
1	<b>THE NATIONS CARRICATURE</b>
1.1	INTRODUCTION
1.2	THE UNITED STATES OF AMERICA-PROFILE
1.2.A	COUNTRY PROFILE: USA and INDIA
1.2.B	HISTORY OF THE USA
1.2.C	CURRENT POLITICAL LANDSCAPE OF THE USA
1.3	OBJECTIVES
2	<b>ENUMERATIONAND REPRESENTATION OF EDUCATION</b>
2.1	STRUCTURE OF UNDERGRADUATE SYSTEM
2.1.A	TYPES OF COLLEGES
2.1.B	CHARACTERISTICS OF US HIGHER EDUCATION SYSTEM
2.1.C	ADMISSION REQUIREMENETS
2.1.D	ASSOCIATIONS FOER HIGHER EDUCATION
2.2	STRENGTHS OF THE UNDERGRADUATE EDUCATION STRUCTURE OF THE COUNTRY
2.3	MAJOR REFORMS INTIATED BYB THE COUNTRY SINCE THE YEAR (2000)
2.4	FINANCIAL ASPECT
2.5	COMPARE AND CONTRAST USING SWOT ANALYSIS
3	<b>EVALUATION AND RECOMMENDATION</b>
3.1	ANALYSIS OF HYPOTHESES
3.2	SUGGESTION MODEL

## CHAPTER 1: INTRODUCTION

*An investment in knowledge pays the best interest – By Benjamin Franklin*

*Education is the most powerful weapon which you can use to change the world – By Nelson Mandela*

Research has shown that human capital acquired through education influences economic growth by increasing adoption of new technologies and the productivity of the labor force. Education influences and is also influenced by such rapid economic growth and the social changes that accompany it. While education by itself is not sufficient for economic transformation, it is one of the necessary ingredients. Education also influences the evolution of politico-economic institutions.

Human Capital Development is defined as the knowledge, skills, competencies and other attributes (including creativity) embodied in individuals or group of individuals acquired during their life to produce goods and services or to produce economic value. The idea of human capital is alive from the days of Adam Smith but it was Arthur Cecil Pigou, a British Economist, who discussed about the term "human capital" in his book 'A Study in Public Finance' which was published in 1928, that grabbed everybody's attention.

Human Capital is similar to physical means of production, e.g., factories and machines; one can invest in human capital via education, training, medical treatment and can yield outputs depended on the rate of return on the human capital one owns. Thus, Human Capital is a means of production into which additional investment yields additional output.

Adam Smith, who is known as "the father of Economics" mentioned human capital as one of the four fixed capitals in his book 'An Inquiry into the Nature and Causes of the wealth of Nations Book 2 - of the Nature, Accumulation, and Employment of Stock'. He defined human capital as, "... the acquired and useful abilities of all the inhabitants or members of the society. The acquisition of such talents, by the maintenance of the acquirer during his education, study, or apprenticeship, always costs a real expense, which is a capital fixed and realized, as it were, in his person. Those talents, as they make a part of his fortune, so do they likewise that of the society to which he belongs. The improved dexterity of a workman may be considered in the same light as a machine or instrument of trade which facilitates and abridges labor, and which, though it costs a certain expense, repays that expense with a profit."

Studies proposed by Mankiw, Romer and Weil (1992), stress the essential role of education as the most important production factor in increasing human capital as a determinant of economic growth, by helping individuals acquire knowledge which encourages participation in groups, open doors to job opportunities, develops social interactions, makes individuals aware of their rights, improves health, and reduces poverty.

Nelson & Phelps (1996) and Benhabib & Spiegel (2005) emphasize that education can facilitate the sharing and transmission of knowledge needed for developing new technologies. For instance, nations without enough human capital could not manage effectively their physical capital.

There are various organizations that publish Human Capital Index annually. The World Bank's 'World Development Report on the Changing Nature of Work, 2019' showcases the index and explain its importance given the impact of technology on labor markets and the future of work. In this Index, which followed five main indicators such as child survival, school enrolment, quality of learning, health growth and adult survival, Singapore held the top spot followed by South Korea and Japan. America ranked 24th and India at a low 115 out of 157 countries.

Education is one of the sectors that plays a major role in accelerating human capital formation. Many theories explicitly connect investment in human capital development to education, and the role of human capital in economic development, productivity growth, and innovation has frequently been cited as a justification for government subsidies for education and job skills training.

One of the countries that has been attracting youth from all across the world to its higher education institutions is U.S.A, whose 17 universities are among the top 20 in the world (Time Higher Education World University Rankings 2019). The United States of America, a highly developed country with the world's largest economy by nominal GDP (IMF World Economic Outlook ,2018), is the third most populous country that is estimated to be 329,618,373 as of Sept. 11, 2019 with having 1 birth every 8 seconds and 1 death every 12 seconds. Besides, its 24th ranking in Human Capital Index indicates America's top position in the world. Such a country wouldn't have touched these heights, had it not had a strong education system as its foundation. According to IIE's Project Atlas 2018 data, U.S.A is by far the most popular destination for international student population with 1,094,792 international students. This data proves that U.S.A is the most sought out country to attain higher education across the world.

On the other hand, though India is standing as the 5th largest economy by nominal GDP in the world (IMF World Economic Outlook, 2018),its education system hasn't been able to reach out to every corners of the country effectively, with its quality of education being questioned many times when after introducing many reforms in education system. This is reflected in its 115th ranking in Human Capital Index, 2019. Indian higher education is the third-largest educational system in the world after the United States and China, and has a great potential to compete with global universities Main participants in the system include Institutes of National Importance, central universities, state universities, deemed-to-be universities, private universities, autonomous institutes, and supporting institutes. According to MHRD, [the] number of universities has notably increased from 20 in 1950 at an extreme growth rate by 3285%, to 677 in 2014, which represents 51 institutions of national importance (16 IITs, 30 NITs and 5 IISERs), 45 central universities, 318 state universities, 185 state private universities, 129 deemed-to-be universities, and 4 institutions established under various state legislations. Likewise, [the] number of registered colleges has markedly increased from 500 in 1950 at a massive growth rate by 7341%, to 37,204 in March 2013.

**Dr. Manmohan Singh**, Former Prime Minister of India said that, by 2030, India will be amongst the youngest nations in the world with nearly 140 million people in the college-going age group, one in every four graduates in the world will be a product of the Indian education system. ([Times of India, 2014](#)).

By 2030, fifty percent of youth would be in the higher education system, at least 23 Indian universities would be among the global top 200, six Indian intellectuals would have been awarded the Nobel Prize, the country would be among top five countries globally in cited research output, its research capabilities boosted by annual R&D spends totaling over US\$140 billion. ([Businessline,2014](#)).

Therefore, this research work concentrates on U.S Higher Education and its impact on Human Capital Development and to suggest its salient features for India's Education System to make it effective and aligned to the modern demands of the world with an objective to help every individual in India to attain his/her fullest potential.

## CHAPTER 2:

### THE UNITED STATES OF AMERICA – PROFILE

*“There’s not a liberal America and a conservative America- there’s The United States of America.”- Barrack Obama*

*1.2.A. Country Profile: USA and INDIA*

*1.2.B. History of the USA*

*1.2.C. Current Political Landscape of the USA*

*1.2.A. Country Profile of the USA*

The United States of America is the world’s foremost military and economic power, with global interests and unmatched global reach. The USA has the largest military budget in the world. It has the world’s third largest population at 325,000,000. It is the world’s largest economy valued at \$20.41 trillion this account to a quarter of the world total. This makes Human Capital Development a very integral factor in the United states.

In 2018, 11.8% of The United States’ population was found to be living below the poverty line, this compared to countries like India where the Late Finance Minister Mr. Arun Jaitely assumed that the total population living below the poverty was 17% still is relatively a lower figure. As of May 2019, the rate of inflation in the United States was at a healthy 1.8%.

Today the United States attracts millions of people from around the world to seek education within its borders, the majority of these people belong to countries in Asia, such as India and China. This is because of the better quality of education given in the United States; today almost 172 universities in the United States are amongst the top ranking universities in the world.

The US receives students from all over the world, but china and India particularly dominate the market. Most international students in USA are degree seeking students as opposed to short-term exchange students. The reputation and diversity of its higher education system, along with opportunities to work in the country, are among the top reasons that students are drawn to U.S.

In contrast, The first Indian prime minister, Jawaharlal Nehru, declared that the (Indian) education system had to be renovated to meet the national needs and aspirations of building a secular democracy with a state-led command economy. the higher education focus of India proceeded unchecked by egalitarianism or revolution. This has resulted in one of the largest higher education systems and the third largest scientific and technical manpower in the world. While this allowed India to position itself as a player in the global knowledge economy when it cautiously began its economic liberalization in the 1980s, less than 30 percent of its population as a whole had any level of education. It was only in 1986 that India realized the importance of basic education, a delayed start that set it back considerably in the education race.

*1.2.B. History of USA*

The United States of America was formed after the American Revolution where it separated itself from the British crown and united all its colonies in 1776 to form a Democratic Country with a federal system of government where there is a clear division of powers between the Judiciary, Executive and Legislative branches. It is nicknamed the **Land of The Free** where people from all corners of the world immigrate to in order live a life of liberty and one which is devoid of any kind of persecution. Since then there have been

many events that shaped the United States we know today. From the Civil War in 1861 where the Federalists fought the Confederates in order to abolish slavery to the 1929 Wall street crash which rendered 13 million people unemployed, to the creation of the world's first Atomic bomb the United States has had its fair share of experiences to learn from. In 2001 the world trade center in New York City was attacked by Al-Qaeda, a terrorist outfit based in Afghanistan which prompted the United States to increase its Military Expenditure. In 2008, the world saw the sub-prime crisis which hit the United States the worst this again was followed by major reforms to its economy. Such events shaped the economy of the United States and made it a major player in the world economy today.

### *1.2. C. Current Political Landscape Of The USA*

The Current President of The USA is Donald Trump, a former real estate developer. He came into power in 2016 after he defeated democratic candidate Hillary Clinton. Donald Trump's economic policies are more right leaning and aim at encouraging production in the USA and reducing foreign imports through tariffs and gave the slogan of "**Buy Americans and Hire Americans**". Many of his methods have ideologically divided the people of the United States. So far, the United States has made several changes to its economic policies such as reforming the NAFTA (North Atlantic Free Trade Agreement, signed between The USA, Canada and Mexico), he pulled the USA out of The Paris Climate Agreement, and He Imposed several tariffs on Chinese goods. Domestically he has tried to curb illegal immigration in the United States and has restructured the H1B Visa Program that allowed people from other countries to take jobs in the USA in order to encourage jobs in America going to American Citizens. Hence the election of Donald Trump has played a massive role in the phase shift of The American Economy in the 21st Century.



## **CHAPTER 3:**

### **OBJECTIVES**

The objectives of the present article are:

1. To compare the education system of USA with India on the basis of different indicators.
2. To see the impact of achievements in education sector on literacy rates and the number of literates of these states.
3. To suggest policy recommendations to improve the education scenario of India as well as it's states under the study.
4. To measure the conversion of educated individuals into human capital formation
5. To study the educational status with reference to major reforms taken place
6. To study the cost and effects of education
7. To study the reasons for students seeking education in the United States

Indian poverty line: down to earth magazine

Us poverty line: US census Bureau

(Rienda et al., 2011; Times of India, 2014).

Pacific Science Review B: Humanities and Social Sciences

journal homepage: [www.journals.elsevier.com/pacific-sciencereview-b-humanities-and-social-sciences/](http://www.journals.elsevier.com/pacific-sciencereview-b-humanities-and-social-sciences/)

## CHAPTER 4:

### STRUCTURE OF THE UNDERGRADUATE SYSTEM

*“No other investment yields as great a return as the investment in education. An educated workforce is the foundation of every community and future of every economy.”- Brad Henry*

#### 2.1.A Types of Colleges

#### 2.1.B Characteristics of US higher Education System

#### 2.1.C Admission Requirements

#### 2.1.D Associations for Higher Education

### 2.1 A Types of Colleges

#### ➤State College or University

A state school is supported and run by a state or local government. Many of these public universities schools have the name of the state, or literally the word “State” in their names: for example, Washington State University and the University of Idaho.

#### ➤Private College or University

These schools are privately run as opposed to being run by a branch of the government. Private US universities and colleges are mostly smaller in size than state schools. Religiously affiliated universities and colleges are private schools.

#### ➤Community College

Community colleges are two-year colleges that award an Associate’s degrees (transferable), as well as certifications. There are many types of Associate's degrees, but the most important distinguishing factor is whether or not the degree is transferable. Usually, there will be two primary degree tracks: one for academic transfer and the other prepares students to enter the workforce straightaway. University transfer degrees are generally Associate of Arts or Associate of Science. Not likely to be transferrable are the Associate of Applied Science degrees and certificates of completion.

#### ➤Institute of Technology

An institute of technology is a school that provides at least four years of study in science and technology. Some have graduate programs, while others offer short-term courses.

### 2.1.B. Characteristics of the U.S. Higher Education System

#### ➤Learning Environment

The learning structure of the higher education is dynamic .Students will be expected to share their opinion, argue a point, participate in class discussions, and give presentations which is quite surprising for the international students.

Each week professors usually assign textbook and other readings and the students are expected to keep up-to-date with the required readings and homework so they can participate in class discussions and understand the lectures. Certain degree programs also require students to spend time in the laboratory.

Grades are issued to the students for their courses which are usually based upon:

- Participation in class discussion, seminars and quizzes determine the student's grades
- Midterm examination given during class time
- Term/report papers, or laboratory reports must be submitted for evaluation.
- A final examination will be held after the final class meeting.

### ➤Credit based system

Each course is worth a certain number of credits or credit hours. This number is roughly the same as the number of hours a student spends in class for that course each week. A course is normally worth three to five credits.

A full-time program at most schools is 12 or 15 credit hours (four or five courses per term) and a certain number of credits must be fulfilled in order to graduate. International students are expected to enroll in a full-time program during each term.

### ➤Transfer of credits

If a student enrolls at a new university before finishing a degree, generally most credits earned at the first school can be used to complete a degree at the new university. This means a student can transfer to another university and still graduate within a reasonable time.

### ➤Grading System

An academic transcript is to be submitted as part of application for admission to university or college. Academic transcripts are official copies of your academic work. In the US this includes "grades" and "grade point average" (GPA), which are measurements of your academic achievement. Courses are commonly graded using percentages, which are converted into letter grades.

The grading system and GPA in the US can be confusing, especially for international students. The interpretation of grades has a lot of variation. For example, two students who attended different schools both submit their transcripts to the same university.

### ➤Academic Year

The academic calendar usually begins in August or September and continues through May or June..

The academic year at many schools is composed of two terms called "semesters." (Some schools use a three-term calendar known as the "trimester" system.) Still, others further divide the year into the quarter system of four terms, including an optional Summer session. Excluding the Summer session, the academic year is either comprised of two semesters or three quarter terms.

## 2.1.C. Two-Year Programs | Four-Year Programs

### Two-Year Programs

There are over 1,000 two-year colleges in the United States. These schools are also known as junior or community colleges. In most states, community colleges are operated either by a division of the state university or by local special districts subject to guidance from a state agency. Students who choose a two-year program route in higher education study to earn an associate (also known as intermediate) degree. Associate degrees are awarded by a community, junior or technical college indicating that you have completed a program of study with a broad base in general education and a concentration in a specific area.

In order to obtain an associate degree, you must earn 60 semester credit hours, which typically takes about two years. Programs generally consist of three parts: general education requirements, requirements within your major (or concentrated area of study) and electives (courses of your own choosing based on your interests).

### ➤Two-Year Undergraduate Degrees

There are different types of associate degrees. Both the A.A. degree (or Associate of Arts degree) and A.S. degree (Associate of Science degree) are designed to prepare students to transfer into a 4-year college or university. For example, you may earn an A.A. in Early Childhood Education, then transfer to a 4-year university. At the university, you can study further to earn a degree that will enable you to become a teacher at a preschool or elementary school.

Other associate degrees, such as an A.A.S. degree (Associate of Applied Science degree), are designed to prepare students to join the workforce immediately following their two years of study. These degrees, also called occupational or vocational, are sometimes preferred by employers in science and technology-related industries for mid-level jobs.

Over 2,000 colleges and universities offer four-year programs in which students earn a bachelor's degree. Last year, over 1.3 million people in the United States earned this degree. Commonly called a "college degree," the undergraduate bachelor's degree typically takes four years to complete and is comprised of 120-128 semester credit hours (60 of which may be transferred from an associate degree at a community college - see 2 year programs above).

The four years spent as an undergraduate at a university are typically known as the freshman, sophomore, junior and senior years. The curriculum of many undergraduate programs is based on a "liberal arts" philosophy in which students are required to study courses from a range of subjects to form a broad educational foundation. These general education courses include study in English composition, social sciences, humanities, history, mathematics and natural or physical sciences.

Once they have met the core curriculum requirements, students at most institutions are asked to choose a specific field of study, also known as the major. The major should be in an academic area that is of great interest to student. The final two years are spent taking more courses that are more directly related to your major. Other four-year colleges and universities emphasize preparation for special professional areas—fine arts, pharmacy, engineering, business, agriculture, and other specialized fields.

Unlike other undergraduate models, degrees in law and medicine are not offered at the undergraduate level in the US. Instead, they are completed as professional study after receiving a bachelor's degree. Neither law nor medical schools require or prefer a specific undergraduate major, although medical schools do have set prerequisite courses that must be taken before enrollment. Undergraduate students who are preparing to attend medical school following their undergraduate careers are known as pre-med.

### ➤Four-Year Undergraduate Degrees

The two types of bachelor's degrees typically offered are **B.A. degrees** (Bachelor of Arts degrees) and **B.S. degrees** (Bachelor of Science degrees). If you choose to earn a B.A., the majority of your coursework will typically be in the arts, such as social sciences, humanities or fine arts. Students who earn a B.S. degree take the majority of their courses in life, physical or mathematical sciences.

#### **Other, more specialized bachelor's degrees include:**

- Bachelor of Fine Arts (B.F.A.)
- Bachelor of Social Work (B.S.W.)
- Bachelor of Engineering (B.Eng.)
- Bachelor of Science in Public Affairs (B.S.P.A)
- Bachelor of Science in Nursing (B.S.N.)
- Bachelor of Philosophy (B.Phil.)
- Bachelor of Architecture Degree (B.Arch.)
- Bachelor of Design (B.Des.)

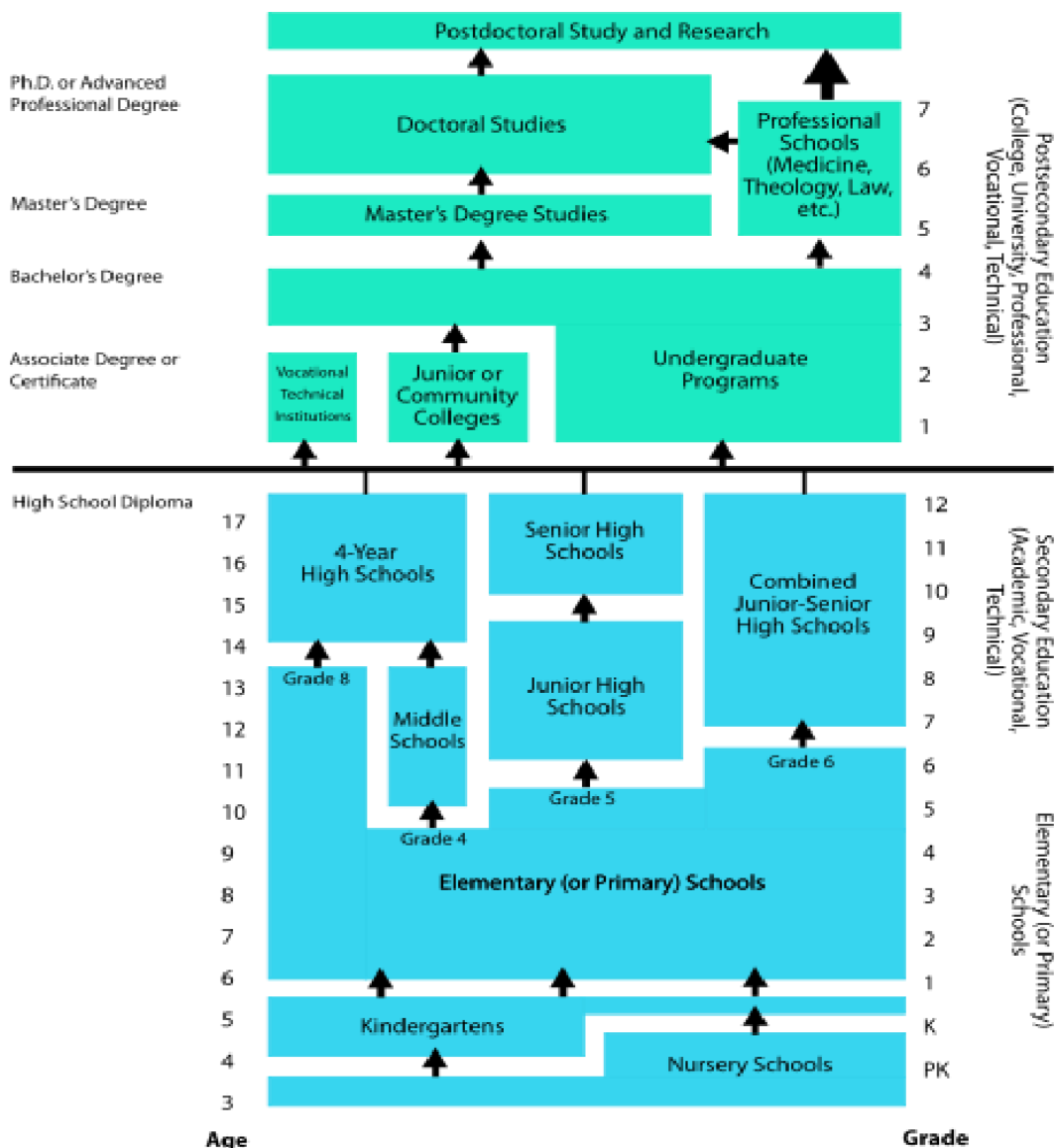


FIGURE 2.1.C. (1) UNDERGRADUATE SYSTEM OF UNITES STATES OF AMERICA :

**2.1.C. Admission Requirements**

• **Advanced placement**

AP is a college board program that offers college level courses to high school students. The AP program gives students the opportunity to earn college credit early and sometimes enables them to enter an undergraduate program at a college at the higher level.

• **Admission to higher education**

American Higher Education Institute varies significantly, there are also major differences in Admission requirement.

1. Low or no requirement :- Institution with open door admission policy with low requirement or no requirement.
  - i. No Diploma requirement: Anyone aged 18 and over is welcome.

ii. Low requirements: Anyone with a school diploma or GED is welcome.

• **Average Requirements**

Most Institutions fall between low and stringent admission requirements.

i. Requirements: A High School Diploma obtained followed by a college preparatory curriculum, plus average scores in the SAT or ACT college readiness test.

• **Stringent Requirements**

A relatively small number of institutions select the best student based on.

i. Level content and Performance during the last four years of high school.

ii. Scores in the SAT or ACT college readiness test

In addition

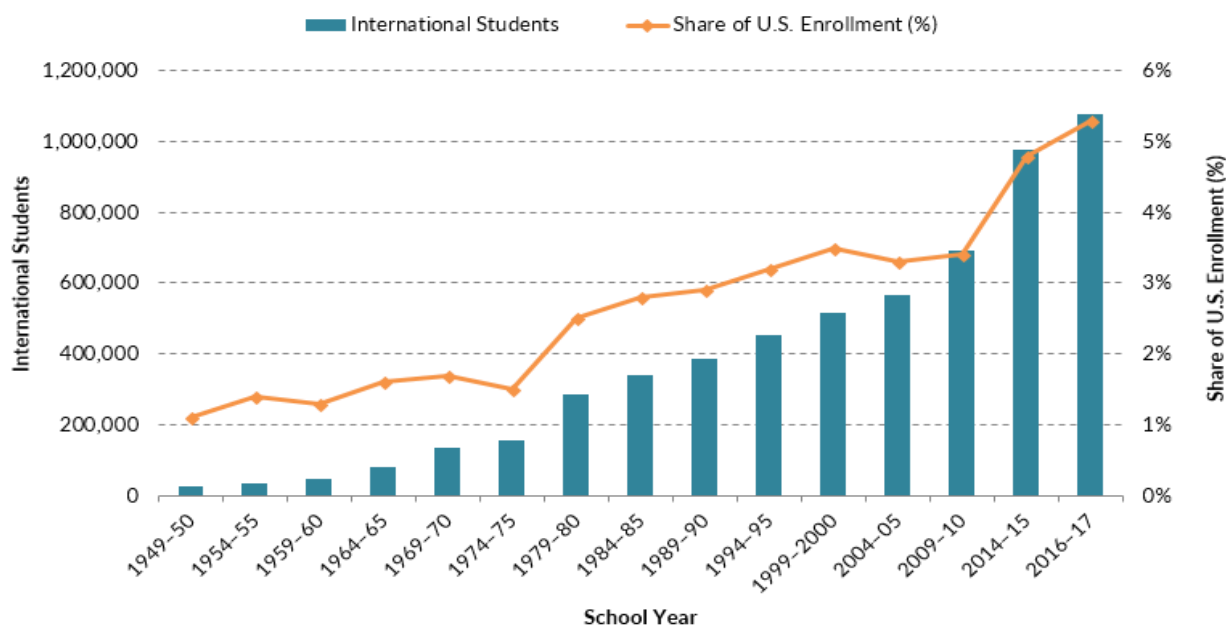
i. Involvement in extra circular activities, evidence of leadership essays, letter of recommendation, etc.

ii. In order to know the value of a diploma from the United States, it is important to establish at which institution and what level the person has studied.

**2.1.D. Associations for Higher Education**

Compared to most other higher education systems around the world, the U.S. system is largely independent from federal government regulation and is highly decentralized.

<sup>1</sup>The U.S. higher education contains a variety of not-for-profit associations that promote the professional development of people within the field of international higher education and work to expand awareness of issues related to it, including international student recruitment, international student admissions and retention, international student services, and comprehensive campus internationalization. Examples of such associations include the American Council of Education (ACE), the American Association of Collegiate Registrars and Admissions Officers (AACRAO); the American Association of State Colleges and Universities (AASCU); the American Association of Community Colleges (AACC); the National Association for College Admission Counseling (NACAC); NAFSA: Association of International Educators; the National Association of Graduate Admissions Professionals (NAGAP); and the Overseas Association for College Admission Counseling (OACAC).



Source: Institute of International Education (IIE), "International Student Enrollment Trends, 1948/49-2016/17," *Open Doors: Report on International Educational Exchange* (Washington, DC: IIE, 2017), [available online](#).

## FIGURE 2.1.D. (2) INTERNATIONAL STUDENT INTAKE AND ENROLLMENT

**CHAPTER 5:****STRENGTHS OF THE UNDERGRADUATE EDUCATION STRUCTURE OF THE COUNTRY**

*“The key to a successful learning environment is structure.”- Cara Carroll (The First Grade Parade)*

Education system in united states is much more diversified than that of other countries. USA has the highest no. of international students followed by UK and France . following are the few reasons why united states has better amount of human capital formation and how it affects their economy.

The United States is the premiere destination for international students from all over the world. The main advantages of higher education in the USA are as follows:

**➤World class learning institutions**

Most American colleges and universities offer top-notch education programs with highly qualified teaching staff. The research at many of these universities is cutting-edge and often published in journals worldwide. Many of the professors at these schools are leading authorities in their field. The list of world-class learning institutions in the USA is endless and include, but are not limited to: Stanford University, Harvard, Yale, Cornell, California Institute of Technology, UC Berkeley, University of Pennsylvania, MIT, John Hopkins, Northwestern University, etc.

**➤Worldwide recognition**

A degree or certificate from a college or university is useless if it is not recognized by employers, other institutions or field authorities. Therefore, it is of the utmost importance that we ensure that the degree from the school chosen is recognized in the place you plan to use it in. Fortunately, colleges and universities in America are given professional accreditation by different governing bodies. These schools have to earn their accreditation by meeting certain criteria, helping ensure a quality education, as well as a degree or certificate that is recognized.

**➤Supporting industries, training and research**

Because of the vast wealth of resources in America, the opportunities for practical training related to the field of study are vast. Most college and universities have established affiliations with employers and researchers in different fields of study, thereby creating an avenue for students to obtain hands-on and invaluable experience.

**➤People and culture**

America is a melting pot of people from all over the world. One will find most Americans to be very hospitable, friendly, kind, generous and accepting of foreigners. Of course, there are a few exceptions, as in any country, but these are not the norm. In general, the people are funny, gregarious, innovative, and eager to learn. These are traits that many international students adopt and take home with them.

**➤Technology**

Regardless of what degree a student chooses to pursue in school, he or she will have to use computers and other technologies in order to succeed. Many universities incorporate the latest technology into their



curriculum, encouraging students to obtain proficiency before they go out into the workplace. Specialized technology, such as the newest medical equipment in medical schools, allows each student to maximize their true potential and gain experience that is marketable in the real world.

#### ➤Flexibility

Since the USA school system utilizes credit units and often accommodates working students, most schools offer academic programs that are flexible in nature. This means that, very often, one can choose when to attend classes, how many classes to enroll in each semester or quarter, what elective or optional classes to take, etc. An American education is very conforming to each student's needs.

#### ➤Global Focus

More and more often, American colleges and universities are focusing on the global aspects of each subject, better preparing students with a worldwide view of their field. No longer can students merely focus on certain geographic areas when obtaining their academic training. Most US learning institutions have recognized this and offer a more comprehensive and global curriculum to meet these new trends.



## CHAPTER 6:

### MAJOR REFORMS INITIATED BY THE COUNTRY SINCE THE YEAR 2000

*“Reform is not an event; it is a process. We will continue to push forward the cause of reform.”-  
Manmohan Singh*

#### **Educational Reforms since 2000**

In 2000, Republican George W. Bush was elected president in one of most controversial elections in the history of US. Early in his term, his administration approved education reform and a large across-the-board tax cut aimed at stimulating the economy. Here are some major reforms since the year 2000.

#### **1. Bill Clinton: Goals 2000**

The National Educational Goals known as Goals 2000 were set by the U.S. Congress in the 1990s to set goals for standards-based education reform.

The goals stated in the Summary of Goals 2000 include:

- All children in America will start school ready to learn.
- The high school graduation rate will increase to at least 90 percent.
- All students will leave grades 4, 8, and 12 having demonstrated competency over challenging subject matter including English, mathematics, science, foreign languages, civics and government, economics, the arts, history, and geography, and every school in America will ensure that all students learn to use their minds well, so they may be prepared for responsible citizenship, further learning, and productive employment in our nation's modern economy.
- Every school will promote partnerships that will increase parental involvement and participation in promoting the social, emotional, and academic growth of children.

#### **2. No Child Left Behind: George W Bush**

The No Child Left Behind Act of 2001 (NCLB) was in effect from 2002–2015. It was a version of the Elementary and Secondary Education Act (ESEA). NCLB was replaced by the “Every Student Succeeds Act in 2015”.

When NCLB was the law, it affected every public school in the United States. Its goal was to level the playing field for students who are disadvantaged, including:

- Students in poverty
- Minorities
- Students receiving special education services
- Those who speak and understand limited or no English

#### **NCLB Improvements**

- NCLB gave more flexibility to states in how they spent federal funding, as long as schools were improving.
- NCLB worked on all teachers to be “highly qualified” in the subject they teach. Special education teachers had to be certified and demonstrate knowledge in every subject they teach.

- NCLB said that schools must use science- and research-based instruction and teaching methods.

### **3. Every Student Succeeds Act- Barack Obama**

On December 10, 2015, President Obama reauthorized ESSA as the Every Student Succeeds Act (ESSA). ESSA replaced the previous reauthorization of ESEA, known as the No Child Left Behind (NCLB) Act, enacted in 2002. A few provisions from the act are as follows:

- Advances equity by upholding critical protections for America's disadvantaged and highneed students.
- Requires—for the first time—that all students in America be taught to high academic standards that will prepare them to succeed in college and careers.
- Ensures that vital information is provided to educators, families, students, and communities through annual statewide assessments that measure students' progress toward those high standards.

### **4. Race to the top fund (R2t)**

**Race to the Top** or R2t was a \$4.35 billion United States Department of Education competitive grant created to stimulate and reward innovation and reforms in state and local district K-12 education. It was announced by President Barack Obama and Secretary of Education Arne Duncan on July 24, 2009. funded as part of the American Recovery and Reinvestment Act of 2009.

Through Race to the Top, the Department ask states to advance reforms around four specific areas:

- Adopting standards and assessments that prepare students to succeed in college and the workplace and to compete in the global economy;
- Building data systems that measure student growth and success, and inform teachers and principals about how they can improve instruction;
- Turning around lowest-achieving schools.

Race to the Top promised to reward States that demonstrate success in raising student achievement and have the best plans to accelerate their reforms. Moreover, these States offer models for others to follow and will spread the best reform ideas across their States, and across the country.

## **CHAPTER 7:**

### **FINANCIAL ASPECTS**

*“Wealth, in even the most improbable cases, manages to convey the aspect of intelligence” ---John Kenneth Galbrath*

According to College Board, published tuition fees for 2018/19 at state colleges are an average of US\$10,230 for state residents, and \$26,290 for everyone else. This compares to an average of \$35,830 at private non-profit colleges.

While the US remains the world’s most popular destination for international students, it’s also among the most expensive choices. However, although the headline costs of studying in the US may be daunting, often involving a string of five-digit numbers, it’s worth checking all the facts on fees and funding options before you make up your mind, as it may work out cheaper than you initially think.

In HSBC’s 2018 report, The Value of Education, the US again emerged among the top choices for parents considering university abroad for their child – but also one of the most expensive, with students spending an average of US\$99,417 over the course of their degree. Most undergraduate degrees at public universities cost around \$27,000 (according to student support organization College Board).

#### **Costs of study at different types of US university**

At the very top-tier US universities (the majority of which are private non-profits), fees and living costs are likely to add up to around US\$60,000 per year, but it’s also possible to study in the US at a much lower outlay.

Those seeking a more affordable option will find lower tuition fees at US universities within the public sector. These are typically run as state university systems – collections of colleges within a state, which share some administrative aspects while operating as separate institutions. Public universities in the US have two tuition fee rates: one for state residents and one for everyone else. The second (more expensive) category applies equally to applicants from other US states and from other countries. Private universities tend to be much smaller than public universities and have a more diverse student population (both from different states and different countries) due to the fact that tuition is the same price for all students. You can read more about how public and private US universities compare here.

According to College Board, published tuition fees for 2018/19 at state colleges are an average of US\$10,230 for state residents, and \$26,290 for everyone else. This compares to an average of \$35,830 at private non-profit colleges. The cheapest options of all, however, are public-sector twoyear colleges – also known as community, technical or city colleges – where average fees for 2018/19 are just \$3,660.

<b>Average fees at US universities, 2018-19</b>				
	<b>Public two-year colleges</b>	<b>Public four-year colleges (in-state fees)</b>	<b>Public four-year colleges (out-of-state fees)</b>	<b>Private nonprofit four-year colleges</b>
<b>Tuition and other fees</b>	\$3,660	\$10,230	\$26,290	\$35,830
<b>Room and board</b>	\$8,660	\$11,140	\$11,140	\$12,680
<b>Total (per year)</b>	<b>\$12,320</b>	<b>\$21,370</b>	<b>\$37,430</b>	<b>\$48,510</b>

**TABLE 6.1**

Source: College Board

When transport and other living expenses are factored in, College Board estimates the following annual budgets for undergraduate students in 2018/19:

- \$17,930 (community college)
- \$25,890 (in-state students at a four-year public college)
- \$41,950 (out-of-state students at a four-year public college)
- \$52,500 (private non-profit four-year college)

**CHAPTER 8:****COMPARISON OF TOP COUNTRIES AND THEIR HIGHER EDUCATION**

Country	World Ranking(Higher Education)		Flagship Institute		GDP Expenditure on Education
	2018	2019	Student Intake	Acceptance Rate	
US	1	1	MIT		1.3% (higher education)- OECD 2018
			11574(2018)	7.20%	4.9% (education) -World Bank 2014
Switzerland	2	2	ETH Zurich (Swiss Federal Institute of Technology)		5.1% (WB 2016)
			20607(2017)	27%	
UK	3	3	Oxford University		5.5%(WB 2016)
			8800(2018)	20%	
Denmark	5	5	University of Copenhagen		7.6% (WB 2014)
			38324(2018)	26%	
Canada	6	8	University of Toronto		5.3% (WB 2011)
			91286(2018)	43%	
Singapore	7	9	NUS		2.9% (WB 2013)
			37047(2018)	25%	
Australia	8	10	ANU		5.3% (WB 2016)
			25500(2018)	35%	
Finland	9	6	Aalto University		6.9% (WB 2016)
			12000(2018)	20%	
Germany	16	15	Technische Universitat Munchen(TUM)		4.8% (WB 2016)
			4200(2018)	IELTS : 6.5, TOEFL : 88	
France	17	16	PSL University		5.4% (WB 2016)
			17000(2018)		

**TABLE 6.2**

1-World Ranking based on Overall ranking of U21 (Melbourne Institute Project) data based on Webometrics university Rankings 2- Acceptance rates based on Quora interaction with students of college and official college websites.3- Latest available % from world bank data.

## CHAPTER 9: SWOT ANALYSIS

*“ The SWOT Analysis- Using your strength to overcome weakness,Using opportunities to overcome threats “ –Lawrence G Fine*

COUNTRIES	STRENGTHS	WEAKNESS	OPPORTUNITIES	THREATS
USA	1. Advance Technology 2. Practical Exposure	Affordability	Providing training, general education, and upward mobility opportunities for people	Massive Open Online Courses (MOOCs)
INDIA	1.Subsidized education 2. Reservation for unprivileged	1. Heavy emphasis on grades. 2.Absence of counsellors	Distance education possibilities for continuing education.	Pressure to take up STEM courses over any other options
UK	1.Strict Educational System 2. High research and teaching standards	Rigidity in terms of changing majors	Increased research partnerships with universities worldwide	Increasing global competition
FINLAND	Equality in education and working life	Lack of internationalisation	Developing research training and careers	Radical changes in operating environment

Table 2.5

### USA Education System as compared to India:

1. Schools in USA have lighter syllabus than India, they mainly focus on creative learning through practical application, students do not carry a lot of books to the school. In India, studies are more focused on theory and traditional marking.
2. Their education system is much more flexible than India. Students can change their subjects after 1 or 2 years of their bachelors too.
3. Unlike the under graduate system of India, higher education in USA has 4 years of bachelors in which 2 years is foundation. This develops a broad based knowledge across many subject areas like math, history, literature, history etc. This gives them a broader perspective for choosing a specific area of study
4. Schools do not conduct formal examination for students in lower grades rather they have grading on homework, so that students can track their level of proficiency and know where they are going wrong.

5. Universities are research oriented educational institutions with more emphasis on practical world, according to New York times nations 18 million undergraduates, 40% were attending community college, of these students 62% of the students worked full time and 40% of them worked at least 30 hours a week.
6. Almost every student in their higher studies takes up internships and works part time after clearing 12<sup>th</sup> grade, through this they gain knowledge of the outside world. Their learning is not limited to books and courses they take up.

USA has a vast number of academic options offered to students. Since the USA is such a large country with vast resources, almost every field of study is available in the country. One can study everything from Russian history to nuclear physics.

### **3.1.A. Hypothesis 1.**

#### **Higher educational qualifications attained in the US stimulates a student's critical and flexible thinking over rigid thinking.**

With reference to the above given hypothesis, various factors in American education inculcates critical and analytical skills among students. These factors include approach to teaching and learning, technological exposure, advanced teaching methods, practical experience given to students, independence and vast opportunities provided to the students.

The grade segregation process in a typical classroom representing education system of the United States involves 50% score allotted to daily homework, performance in pop quizzes assigned with each chapters will count for 20%, the comprehensive final exam will count for 20% and a major project will count for remaining 10%. Such a grading system is a well-organized way of evaluating a student's complex understanding of the course material. In this way a student's progress is measured with his/her overall performance and not just examination scores.

In addition, the culture of a US college classroom tends to be more egalitarian and less authoritarian. The use of internet and devices like tablets and laptops in a classroom is common and provides unlimited sources of information. The students are encouraged to take up part time jobs and internships along with their studies. Sports and extra-curricular activities also play a major role in a student's academic selection, especially when the activity is in some way related to the field they are pursuing. When it comes to importance of extracurricular activities in admission process, quality matters over number.

In contrast, Indian education has a very different approach towards academics. Although projects and assignments are a part of a student's grading system, it is more or less just a formality and generally does not involve much quality. The grades attached to projects or practical work are also very less. The grading system largely focuses on terminal examinations and compels students to memorize textbook pages over critical analysis of concepts. There is not scoring based on class participation and active interest taken by students in a particular subject. Additionally, attendance of students becomes a major concern in many colleges. In this way, Indian education system lags behind in overall evaluation of a student's progress and is a poor measure for it.

**TABLE 3.1.A.(1)**

FACTORS	USA	INDIA
Approach to learning	Student-centred approach to learning: - teachers and students play an equally active role in the learning process.	Teacher-centred approach to learning: - Student learning as measured through objectively scored tests and examinations.

Use of technology	<p>High-tech approach to learning: -                  The internet is a beneficial tool in a classroom setting as it provides unlimited resources. Some tech tools used in classrooms today are: -</p> <ul style="list-style-type: none"> <li>. G suite(Gmail, Docs, Drive, and Calendar)</li> <li>. Tablets/Laptops</li> <li>. Gamification software(Such as 3D Game Lab and Classcraft)</li> <li>. Education- focused social media platforms</li> <li>. Technology for accessibility for students with disabilities</li> </ul>	<p>Low-tech approach to learning: -                  Students who take handwritten notes have a better recall than students who take typed notes. Examples of low technology usage in different methodologies: -</p> <ul style="list-style-type: none"> <li>. Kinaesthetic learners have a need for movement while learning.</li> <li>. Vocational or practical training cannot be learned virtually.</li> </ul>
Teaching methods for English language acquisition	<ul style="list-style-type: none"> <li>. Sheltered instruction</li> <li>. Scaffolded learning</li> <li>. Active learning</li> </ul>	<p>Textual and as instructed by teachers.</p>
Job-readiness and practical experience	<p>Promotes students to take up part- time jobs and internships. Some courses require students to have practical knowledge of the subject</p>	<p>While some courses require students to take up summer internships or such, a large population of students only understands job requirements at a later stage.</p>
Independent thinking	<p>The education framework encourages students to think independently.</p>	<p>Focus is greater on grades and testing.</p>
Opportunities	<p>Greater opportunities for students who desire to pursue non- academic careers such as dance and music. Presence of numerous performing art schools and film- making institutes.</p>	<p>Indian culture and education lay more importance on academic subjects</p>
Cognitive advancement Culture	<p>Teaching methods promote critical and creative thinking. American Culture encourages students to be financially independent by taking up part-time jobs which develops skills and induces a sense of responsibility and value for money.</p>	<p>Teaching methods are more theory-based and textbook oriented. Indian Culture is very much family oriented and students usually depend on their parents until they acquire jobs. Although there is a visible trend of college students taking up internships.</p>



**Grading System in USA**

Grade	“Normal” courses		Honors/AP courses	
	Percentage	GPA	Percentage	GPA
A	90–100	3.67–4.00	94-100	4.5–5.0
B	80–89	2.67–3.66	87-93	3.5–4.49
C	70–79	1.67–2.66	80-86	2.5–3.49
D	60–69	0.67–1.66	75-79	1.5-2.49
E / F	0–59	0.0–0.66	0–74	0.0–1.49

Sr.no	Advantages	Disadvantages
1	Takes the pressure off from the students at certain levels	It doesn’t instill a sense of competition
2	Grading Pattern description	Not an accurate representation of the performance and the knowledge gained
3	Gives the students an obvious idea about their weaknesses and strengths	It is not an exact scoring system
4	Make class work easier	Lack of incentives
5	Leads to a better rendezvous of ideas	

**3.1.B.Hypothesis 2**

**USA gives more importance to work experience with a degree for professional development of a student.**

With reference to the above hypothesis, the following data can be considered:

According to AISHE (All India Survey of Higher Education), Gross Enrolment Ratio (GER) in Higher education in India is 26.3%, which is calculated for 18-23 years of age group. GER for male population is 26.3% and for females, it is 26.4%. For Scheduled Castes, it is 23% and for Scheduled Tribes, it is 17.2% as compared to the national GER of 26.3%.

On average, the world has developed only 62% of its human capital as measured by this Index. Or, conversely, nations are neglecting or wasting, on average, 38% of their talent. Across the Index, there are only 25 nations that have tapped 70% of their people’s human capital or more. In addition, 50 countries score between 60% and 70%. A further 41 countries score between 50% and 60%, while 14 countries remain below 50%, meaning these nations are currently leveraging less than half of their human capital.

Formal education enhances people’s capacity, and while applying and acquiring skills through work further develops people’s human capital.

**LinkedIn membership by field of study and geography, percent:**

Arts and humanitie, Business administr, Education, Engineering, Health and, Informati on and, Natural sciences, Services, Social sciences,

s	ation and law		manufact uring and constructi on	welfare	communi cation technolog ies	mathemat ics and statistics	journalis m and informati on		
9.0	15.0	8.0	8.0	21.0	12.0	8.0	4.0	14.0	100.0

(SOURCE:WORLD ECONOMIC FORUM)

**Vocational education in the United States** varies from state to state. Vocational schools, also popularly known as trade schools, are post-secondary schools (students usually enroll after graduating from high school or obtaining their GEDs) that teach the skills necessary to help students acquire jobs in specific industries. The majority of postsecondary technical and vocational training is provided by proprietary (privately-owned) career schools. About 30 percent of all credentials in career training are provided by two-year community colleges, which also offer courses transferable to four-year universities. Other programs are offered through military technical training or government-operated adult education centers.

Several states operate their own institutes of technology, which are on an equal accreditation footing with other state universities.

Federal involvement is carried out principally through the **Carl D. Perkins Vocational and Technical Education Act**. Accountability requirements tied to the receipt of federal funds under the act help to provide some overall leadership. The Office of Career, Technical, and Adult Education in the US Department of Education also supervises activities funded by the act, along with grants to individual states and other local programs. Persons wishing to teach vocational education may pursue a **Bachelor of Vocational Education**, which qualifies one to teach vocational education.

**The Association for Career and Technical Education (ACTE)** is the largest private association dedicated to the advancement of education that prepares youths and adults for careers. Its members include Career and Technical Education (CTE) teachers, administrators, and researchers. **Career training schools**, also known as vocational, technical or trade schools, provide postsecondary instruction in many different areas like Computer technology, nursing, Auto repair, Masonry, Culinary arts, Electronics etc.

**India** has shown remarkable progress in the sector of education in recent times but vocational training courses are still not regulated in many schools.

This has resulted in a major gap between the supply and demand of skilled manpower in the region. The shortage of skilled workforce has led to an increase in the number of unemployed labor in the country. In India, vocational training is provided as a part-time and full-time basis.

Full-time training is typically provided to the Industrial Training Institute which is also known as ITI while the part-time programs are offered to the students at the board of State Technical Education. The vocational training in India has been only successful at the industrial level, that too at the engineering level.

Vocational Training in India is imparted by 2 main different bodies:

- Private owned Industrial Training Centre (polytechnics)
- Public Industrial Training Institutes

Courses offered by Government of India:

1. **Udaan:** The vocational training program is specially designed for the students studying in the north side of India that is in Jammu and Kashmir. The program is for 5 years and in various sectors such as IT, BPO, and retail
2. **Polytechnic:** It provides three years of diploma course in traditional subjects such as engineering and computer science. The minimum eligibility of appearing for polytechnics courses is secondary level;
3. **Parvaaz:** The secondary aim of the program is comprised of minority students, BPL, dropouts or left-outs.
4. **National Urban Livelihood Mission:** The chief objective of this program is to provide vocational training to special students such as, disables, women, below the poverty line, and handicapped.
5. **Training programs based on modular employable skill:** the aim of the program is to provide a set of minimum skills that is just optimum to enter into the employment sector.
9. **Craftsmen Training Scheme:** the purpose of this scheme is to provide vocational education and training to the educated school leaving youths.

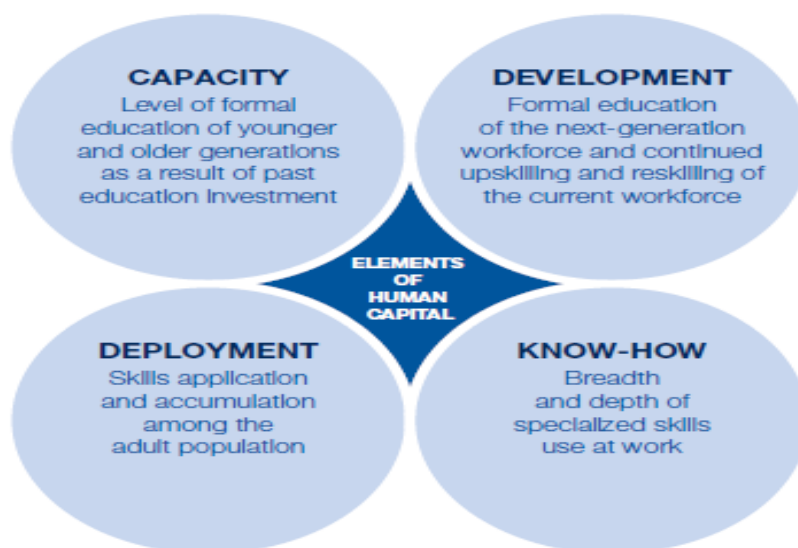
Durations of different programs:

There are two types of vocational programs in India:

- Part-time program: offered for industrial training
- Full-time programs: Offered through state educational technical boards.

There is a three tire system in Human Resource (HR) vocational training program in India:

- Certification level: for 10+2 students, they are trained through formal types of apprenticeships.
- Diploma level graduations program: for students trained under the Polytechnics as supervisors or technicians



### **3.1.C.Hypothesis 3**

#### **US Education system is free from reservations, quotas and discrimination apart from merit**

With reference to the above given hypothesis, US education system is more of a merit based system which gives admissions, scholarships, fee subsidization and other benefits to deserving students. USA accepts the Common Application, the Universal College Application, and the Coalition Application. Each Application is treated equally by the Admissions Committee and they are selected on the basis of their grade secured.

Major Institutes in USA like Harvard, MIT, and University of California Berkeley etc. accept applications, admissions and provides scholarships on the basis of their (GPA) Grade Point Average along with (SAT)

Scholastic Assessment Test score. Even Extra Curriculum Activities can act as a significant eligibility factor.

On the other hand, the Indian education system gives similar benefits but majorly through reservations based on criteria of one's caste and linguistic group. The percentage of reservation in any government aided educational institute in India is generally 15% for SCs and 7.5% for STs. 3% seats are reserved for Persons with Disability (PWD) as per PWD Act 1995. A 27% quota for Other Backward Classes has been recently proposed which is under consideration by the Parliament of India.

In contrast with USA flagship universities, the admissions in major universities in India are affected by reservations. Unlike US Universities, institutes like IIT's, IIM's, JNU, DU, Indian Institute of Science etc. though have soaring cut offs, relax their expectations with reserved students. This many-a-times denies opportunities to deserving students and this continues even when they seek jobs.

Another form of reservation in Indian education is for linguistic groups. Language is extremely diverse in India and varies from region to region and will deny opportunities to many others. The following is a list of colleges in Mumbai that provide these benefits to particular linguistic group as a minority group: -

<b>Examples of Linguistic Minority Quota across the Country's college:-</b>		
<b>College Name</b>	<b>City</b>	<b>Linguistic Minority</b>
Shri Vile Parle Kelvani Mandal College	Mumbai	Gujrati Minority
South Indian Education Society	Mumbai	South Indian Minority
Thadomal Sahani Engineering College	Mumbai	Sindhi Minority
Calcutta Business School	Kolkata	Marwari Minority
Jaya Engineering College	Chennai	Telugu Minority

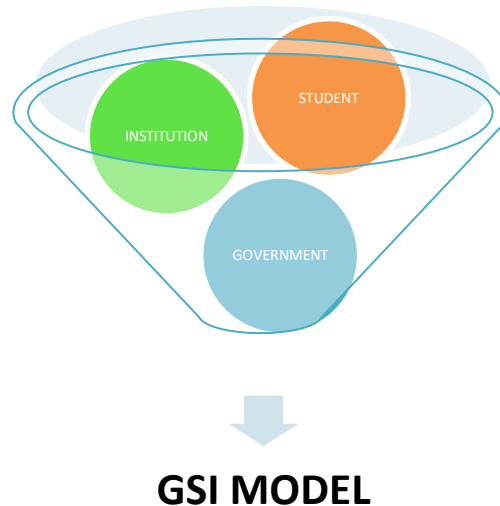
Table 3.1 C (a)

<b>Examples of Religious Minority Quota across the Country's college :-</b>		
<b>College Name</b>	<b>City</b>	<b>Religious Minority</b>
Sri Guru Gobind Singh College	Delhi	Sikh Minority
Mata Sundri College	Delhi	Sikh Minority
St Stephens College	Delhi	Christian Minority
Rizvi Education Society	Mumbai	Muslim Minority
St Xaviers College	Mumbai	Roman Catholic
St Andrews College	Mumbai	Christian Minority
Guru Nanak Institute of Technology	Kolkata	Sikh Minority
St Mary's Technical Campus	Kolkata	Christian Minority

Table 3.1 C (b)

## CHAPTER 10

### SUGGESTION MODEL



#### FOR STUDENTS

1. ANALYSIS OF STUDENTS BASED ON HYPOTHETICAL SITUATIONS: (Students are individually provided with hypothetical workplace situations in which they have to take measures to resolve it.)
  - On the spot thinking
  - Out of the box thinking
  - Boosts imagination
  - Builds confidence
  - Critical thinking
2. PERFORMANCE BASED CLASSIFICATION OF STUDENTS: (Evaluating and classifying the students on the basis of their performance to the hypothetical situations)
  - Measuring the aptitude of individual students
  - Training and career guidance of students based on their aptitude
3. INCULCATING SOFT SKILLS AS A PART OF CURRICULUM: (For overall personality development of students)
  - Enhancing communication skills
  - Flexibility
  - Time management
  - Crisis management
  - Teamwork
  - Presentation skills
4. CONDUCTING MOCK INTERVIEWS AND VIVAS: (Which resembles closely with interviews in the corporate world)
  - To normalize interviews for students
  - Build confidence

- Increase smoothness in presenting oneself
- Reduces nervousness
- 

#### **FOR INSTITUTE/UNIVERSITY**

1. **REFORMED WAYS OF GRADING AND MARKS SEGREGATION :** (Grading on the basis of class participation, assignments , homework , presentations etc. along with terminal exams )
  - Fair grading system
  - Overall performance evaluation
2. **RESEARCH ORIENTED UNIVERSITY:** ( With more emphasis on practical world)
  - Updating syllabus from time to time
  - Staying relevant to current affairs and job requirements.
  - Making progress in the field of education.
3. **MANDATING TRAINING OF COMPUTERS AND TECHNOLOGY:** ( Including the use of computers as a compulsory part of education )
  - Keeping pace with modern technology.
  - Increasing efficiency of education with the use of computers.
  - Exposure to new forms of technological learning.
  - Preparing students for better job opportunities.
4. **FLEXIBILITY OF CHANGING MAJORS:** (Opportunities to shift the field of education as per students requirements)
  - To ease the rigidness of the education system
  - Giving importance to individual choice with respect to education.

#### **FOR GOVERNMENT**

1. **INDUSTRIAL TRAINING AND SYSTEMATIC EDUCATION FOR BROADER OCCUPATIONAL AREAS:** (Developing various occupational fields that add to our country's economic progress by providing sophisticated systematic education to them)
  - Promotion of vocational courses
  - Proper industrial training in various fields to improve the quality of human resource in every field)
2. **CENTRALISATION OF THE BOARD FOR PRIMARY EDUCATION:** (Establishing single educational board in order to establish homogeneity of primary education )
  - Equal access to quality education for every student.
  - Reducing bias for admissions in higher education and job opportunities.
  - Eliminating confusion.
3. **MERIT BASED ADMISSION:** (To avoid biases towards any class, caste, sub caste, race etc.)
  - Fair system of admissions in educational institutes
  - Fair opportunities for jobs
4. **VOCATIONAL TRAINING :**
  - Stenography
  - Retail
  - Accounting and Auditing
  - Banking

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